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ABSTRACT

During the 1971-72 academic year, the status of women faculty at the colleges and universities in Indiana was studied. The four state supported universities and five private colleges in Indiana supplied data for the survey. Data were summarized according to numbers of men and women applying and admitted or enrolling in undergraduate programs; numbers of men and women at each faculty rank, fall 1971; numbers of men and women holding joint faculty-administrative positions, fall 1971; and average time in rank before promotion. Results indicated each of the areas evaluated yielded evidence suggestive of sex discrimination with the exception of undergraduate admissions. (MJM)

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Sex Discrimination In Indiana's Colleges and Universities:

A Survey

During the 1971-72 academic year, Committee W of the Federation of the Indiana Chapters of the American Association of University Professors studied the status of women faculty at the colleges and universities in Indiana. The four state-supported universities and five private colleges in Indiana supplied data for the survey.

In December, 1971, a letter was sent to 34 colleges and universities in Indiana that have local AAUP chapters with at least one member, and a second letter was sent in April, 1972. The letters requested the following information:

1) The numbers of women and men faculty members in each academic rank in each department and school of the college.

2) The numbers of women and men holding joint faculty-administrative positions. Administrative positions were defined as positions which make and implement university policies, such as chairmanships, deanships, etc.

3) Average academic-year salaries paid to female and to male faculty members holding each of the academic ranks in the departments and schools of the universities.

4) Average time in rank before recommendation for promotion for women and for men at each rank. Average time in rank before actual promotion for women and men at each rank.

5) The numbers of women and men applying for undergraduate admission and the numbers of women and men who are accepted for undergraduate admission.

6) The numbers of women and men who apply for graduate admission. The numbers of women and men who are accepted for graduate admission, the numbers of women and men who actually matriculate, and the numbers of women and men who receive financial support.

The letters also requested non-quantitative evidence of sex discrimination, if the respondents had such information to share.

Response

One letter was returned as undeliverable, no response was made by 18 colleges, and 15 colleges responded in some way. The respondents from four of the 15 replying colleges indicated that the statistics for their colleges would be meaningless because their institutions were basically sex-segregated. These institutions were Concordia Senior College, Rose-Hulman Institute of Technology, St. Mary's College, and the University of Notre Dame. One school, Saint Francis College, did not have the information at the time the report was being prepared. The schools which provided data were Ball State University, Franklin College, Hanover College, Huntington College, Indiana State

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University (both campuses), Indiana University (all campuses), Marian College, Oakland City College, Purdue University (Lafayette campus), and the University of Evansville. We are indebted to these schools and we wish to acknowledge our gratitude to them.

The responding schools sent information about some, but not all of the questions raised in the letters, as noted in the accompanying tables. Essentially no information was received in response to Question 6, which asked about graduate applications, so this question was dropped from the survey. In addition, the response to Question 4, Promotion, was limited but the data were analyzed and they are presented in the report.

Numbers of Men and Women applying and Admitted or Enrolling in Undergraduate Programs

As noted above, some Indiana institutions of higher learning have a student body composed predominantly of one sex. A case could be made for the desirability of having faculty of the same sex as the student body. It is important, therefore, in a study of sex discrimination in colleges and universities to determine that the schools included in the survey had a student body composed of both sexes.

Table 1 shows the numbers of men and women applying for admission, and the numbers of men and women either admitted or enrolling in the programs. The percentages of applicants who were women ranged from 29% to 67% and the percentages of students admitted or enrolled who were women ranged from 30% to 69%. Generally, the responding schools did have a student body composed of both sexes. An analysis of Table 1 also shows that women were admitted or enrolled at these schools in about the same proportions as they applied. Thus, the data indicate that these Indiana schools did not discriminate against women applying for admission at the undergraduate level.

To be consistent with thr rest of the report, Table 1 separates the statistics for state-supported schools and for privately-supported schools. The average percentages enrollment of women in the undergraduate programs were similar for the state-supported and for the privately-supported schools.

We did not have sufficient information to evaluate possible sexist discrimination in the admissions to graduate programs. Hence, the next portion of the report deals with faculty.

Numbers of Men and Women at Each Faculty Rank, Fall, 1971

The numbers of men and women at each faculty rank, the total numbers at each rank, and the percentage of women holding the rank are given in Table 2 for the four state-supported schools and for five private colleges. The data supplied by most colleges were not broken down into departments or schools so the entries in Table 2 are summary figures for each institution. The data for Indiana University are subdivided with respect to the major organizational structure of the university simply because this information was available.

In general, 18% of the faculty at state-supported universities are women; 22% of the faculty at private colleges are women. Both the state-supported

schools and the private colleges mirror the national trends for women to be found more often at the lower ranks than at the higher ranks. This phenomenon is more pronounced for the state-supported universities than for the private colleges. In fact, if only professorial ranks are considered, women in private colleges hold full, associate, and assistant professorships in about equal proportions: 17%, 22%, and 18%, respectively. These data suggest that private colleges in Indiana may be more likely to promote women than are the state-supported universities.

The percentages of women on the faculties of Indiana's institutions of higher learning compare favorably with the proportionate numbers of terminal degrees being awarded nationally to women. In 1959-68, the United States Office of Education indicated that 20-25% of the terminal degrees were awarded to women. However, these overall comparisons result from a balancing of the low proportions of women facutly on some campuses by a high proportion of women on others. Specifically, Hanover College, Indiana University (Bloomington Campus), and Purdue University have lower percentages of women on their faculties than would be expected on the basis of the numbers of women receiving terminal degrees nationally. Oakland City College and Huntington College have higher proportions of women than would be expected on the basis of national figures.

The frequencies with which women hold academic ranks is only one indication of the treatment of women in academe. The remainder of the report inquires about some other potential areas of sex discrimination.

Numbers of Men and Women Holding Joint Faculty-Administrative Positions, Fall, 1971.

Relatively few women hold joint faculty-administrative positions at Indiana schools (Table 3). Ball State University had the highest percentage of women in such positions (13%) for the state-supported universities; the percentages for the other state-supported universities were approximately the same: 8%, 9%, and 10%.

The private colleges had proportionately more women administrators (15%) than the state-supported schools (9%) and the private colleges also showed more variability. Hanover College had the highest percentage of women administrators (31%) and the University of Evansville had the lowest percentage (0%).

The simplest measure of possible sex discrimination is provided by a comparison of the percentages of women in joint faculty-administrative positions with the percentages of women on the faculty. If fewer women have administrative positions than would be expected in terms of their numbers on the faculties, the possibility of sex discrimination exists. Hanover College had a higher percentage of women in administrative posts (31%) than the percentage of women on its faculty (13%). The four other private colleges and the four state-supported universities all had proportionately fewer women administrators than would be expected on the basis of the percentages of women on the faculties.

Average Academic-Year Salaries of Male and Female Faculty, Fall, 1971.

The average academic-year salaries for male and female faculty are given in Table 4, with rank and affiliation as parameters. No 12-month salaries were included in the tabulations for Table 4. The salaries generally were higher for male than for female faculty. At state-supported schools, the greatest differential was at the full professor rank; male full professors made an average of $2291 more per academic year than their female colleagues at the same rank. The differentials for lower ranks at state-supported schools were $389 (associate professor), $442 (assistant professor) and $564 (instructor). Women faculty at private colleges tended to earn $1050-$1350 less per academic year than their male colleagues. This differential was fairly constant over the ranks, as shown in Table 4.

A finer grain analysis showed that women earn lower salaries at each rank at the following institutions: Indiana State University, Indiana University, Purdue University, Franklin College (associate and assistant professors) At Hanover College women assistant professors and instructors have lower salaries than their male colleagues and at the University of Evansville women at all ranks except associate professor have lower salaries. Women have higher average salaries as associate professors at the University of Evansville, as full or associate professors at Hanover College, and at all ranks at Ball State University.

The differences in salary are difficult to evaluate because of the possibility that factors other than the sex of the faculty member affected the salary. One factor that may play an important role at some of the schools is longevity of the faculty member, particularly if the school provides the same annual percentage increment to each member of its faculty. If the schools follow this pattern, then the longer the person had been on the faculty the higher that person's salary would be, regardless of sex. Any differentials in the salaries paid to male and female employees by schools that base salary increments on "merit" are somewhat more likely to reflect a sexist bias.

As noted above, there are instances in which women have higher average salaries than men but the more frequent occurrence of higher male salaries and the extent of the differentials in these cases forces the conclusion that women faculty tend to be paid less than male faculty.

Average Time in Rank Before Promotion.

Only three colleges provided data about the average time in rank before promotion: Ball State University, Huntington College, and Indiana State University. Ball State and Indiana State reported that women were assistant professors slightly more than two years longer than men being promoted to an associate professorship; no sex difference in the length of time before promotion to associate professor was reported by Huntington College. For promotion from associate to full professor all three of these schools reported that women were in rank one-third to one full year longer than men. This scanty evidence suggests that women are not promoted as rapidly as men.

Summary and Conclusions

The survey included all of the state-supported universities in Indiana and five privately-supported colleges or universities. The evidence provided by these institutions indicated that the percentages of women on the faculties varied, with an average figure that approximated the numbers of terminal degrees that were awarded nationally to women during the ten-year period, 1959-68. The proportions of women at the state-supported universities, particularly at the higher ranks, tended to be lower than would be expected on the basis of national figures.

The survey also probed the proportionate representation of women with joint faculty-administrative appointments, academic-year salary differentials, and time in rank before promotion. Women were less likely to have joint faculty-administrative appointments than would be predicted by their numbers on the faculties of the schools, and the discrepancy was slightly greater for the state-supported schools than for the privately-supported schools. Women tended to earn less money for the academic year than their male colleagues at the same rank. For the state-supported institutions, the greatest discrepancy was found at the full professor level. The average salary for male full professors at the state-supported schools was $3,391 more per academic year than the average salary for female full professors. The differentials dropped with rank for the state-supported schools but remained fairly constant at more than $1,000 over the four ranks at the privately-supported schools.

The last area, time in rank before promotion, was assessed on the basis of data provided by only three schools. Women tended to be in rank longer than men. The length of time in rank depended somewhat upon the rank in question.

The institutions participating in the survey all had student bodies composed of sizable numbers of both men and women. There was no evidence of sex discrimination in the admission to under-graduate programs. The schools did not provide information about graduate admissions.

In conclusion, each of the areas evaluated yielded evidence suggestive of sex discrimination with the exception of undergraduate admissions. The interpretation of the differences in each area must be performed by the college or university itself. As mentioned in connection with the salary data, there may be possible extenuating circumstances or factors which produce an effect that has the surface appearance of sex discrimination. It should be noted, however, that the general consistency of the trends implicating sex discrimination seems sufficiently compelling so that each institution of higher learning in Indiana should perform a careful intra-institution evaluation of any apparent differentials in its treatment of men and women.

Respectfully submitted as the 1971-72
report of Committee W, the Federation
of the Indiana Chapters of the American
Association of University Professors

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Table 1

Numbers of Men and Women Applying for Undergraduate Admission and Numbers of Men and Women Admitted or Enrolled in Undergraduate Programs

	Men	Women	Total	%Women
State-supported Universities				
Ball State University				
Applied	7057	8895	15952	56
Admitted or Enrolled	4827	5256	10083	52
Indiana State University				
Applied				36
Admitted or Enrolled				38
Indiana University				
Applied	4285	4482	8767	51
Admitted or Enrolled	3647	3916	7563	52
Purdue University				
Admitted or Enrolled	13397	7356	20753	35
Privately-supported Colleges				
Franklin College				
Applied	367	173	540	32
Admitted or Enrolled	159	90	249	36
Hanover College				
Applied	380	320	700	56
Admitted or Enrolled	303	262	565	46
Huntington College				
Applied	15	6	21	29
Admitted or Enrolled	7	3	10	30
Marian College				
Applied	101	203	304	67
Admitted or Enrolled	77	170	247	69
Oakland City College				
Admitted or Enrolled	340	325	665	49
University of Evansville				
Applied	707	638	1345	47
Admitted or Enrolled	381	411	792	52

Table 2

Numbers of Men and Women at Each Faculty Rank at Various Indiana Colleges and Universities, Fall, 1971

	Men	Women	Total	% Women
State-supported Universities				
Ball State University				
Professor	125	26	151	17
Associate Professor	131	29	160	18
Assistant Professor	227	67	294	23
Instructor	54	55	109	50
Total	537	177	714	25
Indiana State University (both campuses)				
Professor	136	16	152	11
Associate Professor	172	31	203	15
Assistant Professor	230	67	297	23
Instructor	103	88	191	46
Total	641	202	843	24
Indiana University (Bloomington)				
Professor	531	32	563	6
Associate Professor	340	37	377	10
Assistant Professor	360	56	416	13
Instructor	36	16	52	31
Total	1267	141	1408	10
Indiana University (Indianapolis)				
Professor	175	12	198	6
Associate Professor	161	58	219	26
Assistant Professor	226	104	330	32
Instructor	21	37	58	64
Total	583	222	805	28
Indiana University (Regional campuses)				
Professor	33	3	36	8
Associate Professor	82	12	94	13
Assistant Professor	177	60	237	25
Instructor	6	12	18	67
Total	298	87	385	29
Purdue University (Lafayette)				
Professor	474	16	490	3
Associate Professor	463	31	494	6
Assistant Professor	489	83	572	14
Instructor	115	98	213	46
Total	1541	228	1769	13
Totals, State-supported Universities				
Professor	1474	116	1590	7
Associate Professor	1349	198	1547	13
Assistant Professor	1709	437	2146	20
Instructor	335	306	641	48
Grand Totals	4867	1057	5924	18

Table 2 (continued)

	Men	Women	Total	% Women
Privately-supported Colleges				
Franklin College				
Professor	8	0	8	0
Associate Professor	8	7	15	47
Assistant Professor	22	2	24	8
Instructor	4	1	5	20
Total	42	10	52	19
Hanover College				
Professor	21	3	24	12
Associate Professor	15	2	17	12
Assistant Professor	23	2	25	8
Instructor	7	3	10	30
Total	66	10	76	13
Huntington College				
Professor	5	3	8	38
Associate Professor	10	2	12	17
Assistant Professor	7	3	10	30
Instructor	3	3	6	50
Total	25	11	36	31
Oakland City College				
Professor	5	2	7	29
Associate Professor	9	4	13	31
Assistant Professor	2	4	6	67
Instructor	3	8	11	73
Total	19	18	37	49
University of Evansville				
Professor	21	4	25	16
Associate Professor	20	2	22	9
Assistant Professor	44	10	54	19
Instructor	19	8	27	30
Total	104	24	128	23
Totals, Privately-supported Colleges				
Professor	60	12	72	17
Associate Professor	62	17	79	22
Assistant Professor	98	21	119	18
Instructor	36	23	59	39
Grand Totals	256	73	329	22

Table 3

Numbers of Men and Women Holding Joint Faculty-Administrative Positions, Various Indiana Colleges and Universities, Fall, 1971

	Men	Women	Total	% Women
State-supported Universities				
Ball State University	47	7	54	13
Indiana State University (both campuses)	67	6	73	10
Indiana University (Bloomington)	200	6	206	3
Indiana University (Indianapolis)	124	22	146	15
Indiana University (Regional campuses)	79	9	88	10
Purdue University	92	10	102	10
Totals, State-supported Universities	609	60	669	9
Privately-supported Colleges				
Franklin College	23	2	25	8
Hanover College	11	5	16	31
Huntington College	5	2	7	29
Oakland City College	12	2	14	14
University of Evansville	9	0	9	0
Totals, Privately-supported Colleges	60	11	71	15

Table 4

Average Academic-Year Salaries of Male and Female Faculty at Various Indiana Colleges and Universities, Fall, 1971

	Men	Women	Difference
State-supported Universities			
Ball State University			
Professor	$18,813 (125)[a]	$18,980 (26)[a]	- $167
Associate Professor	14,650 (131)	14,990 (29)	- 340
Assistant Professor	12,053 (227)	12,459 (67)	- 406
Instructor	9,083 (54)	9,352 (55)	- 269
Indiana State University			
Professor	18,310 (136)	17,529 (16)	781
Associate Professor	14,742 (172)	14,408 (31)	334
Assistant Professor	12,066 (230)	11,823 (67)	243
Instructor	9,545 (103)	9,178 (88)	367
Indiana University			
Professor	20,688 (479)	16,999 (35)	3,689
Associate Professor	14,957 (409)	13,738 (57)	1,219
Assistant Professor	12,368 (557)	11,711 (133)	657
Instructor	10,160 (30)	9,235 (33)	925
Purdue University			
Professor	19,765 (139)	16,913 (6)	2,852
Associate Professor	14,959 (197)	13,290 (19)	1,669
Assistant Professor	11,996 (219)	10,672 (45)	1,324
Instructor	9,466 (52)	8,478 (124)	988
Totals, State-supported Universities			
Professor	20,007 (879)	17,716 (83)	2,291
Associate Professor	14,873 (909)	14,484 (236)	389
Assistant Professor	12,198 (1233)	11,756 (312)	442
Instructor	9,501 (239)	8,937 (300)	564

Table 4 (continued)

	Men	Women	Difference
Privately-supported Colleges			
Franklin College			
Professor	$14,025 (8)	--	--
Associate Professor	11,638 (8)	$10,500 (7)	1,138
Assistant Professor	10,622 (22)	9,500 (2)	1,122
Instructor	9,800 (4)	--	--
Hanover College			
Professor	16,864 (21)	17,267 (3)	- 403
Associate Professor	13,650 (15)	13,825 (2)	- 175
Assistant Professor	11,774 (23)	10,133 (2)	1,641
Instructor	9,243 (7)	8,250 (3)	993
University of Evansville			
Professor	15,350 (5)	12,350 (3)	3,000
Associate Professor	11,600 (10)	11,800 (2)	- 200
Assistant Professor	10,366 (7)	9,680 (3)	686
Instructor	8,658 (3)	8,163 (3)	495
Totals, Privately-supported Colleges			
Professor	15,974 (34)	14,818 (6)	1,156
Associate Professor	12,551 (33)	11,351 (11)	1,200
Assistant Professor	11,107 (52)	9,758 (7)	1,349
Instructor	9,277 (14)	8,206 (6)	1,071

[a]The numbers of people contributing to the average salary are given in parentheses after each average.

Table 5

Average Time in Rank Before Promotion for Three Indiana Colleges

	Men	Women	Difference
Ball State University			
Associate to Full	4.20	4.50	.30
Assistant to Associate	4.96	7.00	2.10
Indiana State University			
Associate to Full	5.30	6,22	.92
Assistant to Associate	3.89	6.06	2.17
Huntington College			
Associate to Full	9	10	1
Assistant to Associate	6	6	0